



ਆਈ. ਕੇ. ਗੁਜਰਾਲ ਪੰਜਾਬ ਟੈਕਨੀਕਲ ਯੂਨੀਵਰਸਿਟੀ ਜਲੰਧਰ, ਕਪੂਰਥਲਾ  
I.K. GUJRAL PUNJAB TECHNICAL UNIVERSITY JALANDHAR, KAPURTHALA  
Centre for Training and Placement

Ref. No. IKGPTU/T&P/559.....

Dated. 16/02/2026.

**Directors/ HODs (All Academic Departments)**  
**All the University Campuses**  
**I K Gujral Punjab Technical University Jalandhar, Kapurthala**

**Sub: Semifront Technologies Pvt. Ltd. – Joint Campus Internship Cum Placement Drive.**

**Respected Sir/ Madam**

I K Gujral Punjab Technical University invite students of its campuses to participate in Semifront Technologies Pvt. Ltd. - Joint Campus Internship Cum Placement Drive as per details mentioned below:-

Designation	:	RTL Design / Verification Engineer ( <b>Details attached</b> )
Course/Stream	:	B.Tech (ECE & EE)
Job Location	:	Sector V, Salt Lake City, Kolkata (Full-Time, In-Office)
Salary Package	:	<b>During 3-6 months internship</b> : 15k per month (Performance-Linked Earnings: Up to 5k per month) <b>After 6 months: 1 year:</b> Fixed Pay: 3.50 LPA Performance-Linked Earnings: Up to 2.00 Lakhs <b>2 Year:</b> Fixed Pay: 4.50 LPA Performance-Linked Earnings: Up to 3.00 Lakhs <b>3 Year:</b> Fixed Pay: 5.50 LPA Performance-Linked Earnings: Up to 3.00 Lakhs
Batch Eligible	:	2025 passed out & 2026 passing out
Selection Process	:	Telephonic Screening, HR Round & Technical Interviews

**Key Responsibilities:-**

- RTL and Testbench development using Verilog/ SystemVerilog
- Participation in ASIC/ FPGA design and verification projects
- Functional debugging at RTL and gate levels
- Close collaboration with senior design and verification engineers

**Interested students may register at the below mentioned link:-**

Placement Portal Link: [placements.ptu.ac.in](http://placements.ptu.ac.in)

You are requested to kindly direct the Training & Placement Faculty Coordinator of your campus/ department to share the information with the concerned students. **Last date of online registration is 19-Feb-26 before 1300 hrs.**

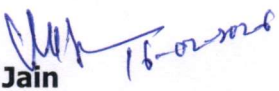
***“Propelling Punjab to a prosperous Knowledge Society”***

**I.K. Gujral Punjab Technical University**  
Jalandhar-Kapurthala Highway, Kapurthala -144 603. Phone : 01822-282580  
**E-mail** : [placements@ptu.ac.in](mailto:placements@ptu.ac.in) **Website** : [www.ptu.ac.in](http://www.ptu.ac.in)

Date & time of the selection process will be informed later on.

For any further queries, you may please call the undersigned @ +91-94780-98136.

**With profound regards,**

  
**Er. Mohit Jain**

Assistant Registrar (CR&A)

CC:

1. SVC: For kind information of the Hon'ble Vice Chancellor
2. Registrar: For kind information
3. Head (CT&P): For kind information
4. Deputy Director (CR&A): For kind information
5. DR (ITS) - To upload at University website
6. File.

# **Semifront Technologies Pvt. Ltd.**

## **Compensation & Performance Framework**

### **1. Internship Structure**

Duration:

3–6 Months (Performance Based – evaluated on learning curve, technical growth, and professional alignment)

Monthly Compensation:

Fixed Stipend: ₹15,000 per month

Performance-Linked Earnings: Up to ₹5,000 per month

Performance is evaluated monthly and the performance-linked component is disbursed on a quarterly basis.

Total Monthly Earning Potential: Up to ₹20,000

### **2. Full-Time Employment Growth Path**

Upon successful completion of the internship and confirmation as a Full-Time Employee (FTE), the compensation progression is structured as follows:

FTE – Year 1

Fixed Pay: ₹3.5 LPA

Performance-Linked Earnings: Up to ₹2 Lakhs

The performance-linked component is evaluated during the first year and disbursed after completion of 1 year of full-time employment.

Total Earning Potential: Up to ₹5.5 LPA

FTE – Year 2

Fixed Pay: ₹4.5 LPA

Performance-Linked Earnings: Up to ₹3 Lakhs

The performance-linked component is evaluated during the second year and disbursed after completion of 2 years of full-time employment.

Total Earning Potential: Up to ₹7.5 LPA

FTE – Year 3

Fixed Pay: ₹5.5 LPA

Performance-Linked Earnings: Up to ₹3 Lakhs

The performance-linked component is evaluated during the third year and disbursed after completion of 3 years of full-time employment.

Total Earning Potential: Up to ₹8.5 LPA

### **3. Performance Evaluation Criteria**

Performance-linked earnings are awarded based on structured evaluation of the following qualities:

- Execution Discipline- Ability to follow technical direction, align with project objectives, and execute assigned responsibilities consistently within a structured engineering environment.
- Technical Integrity- Honest reporting of progress, adherence to strong engineering ethics, and accountability in design and verification work.
- Tenacity- Persistence and ownership while solving complex design and debugging challenges.
- Solution-Oriented Problem Solving- Root-cause analysis mindset and active effort toward practical, implementation-ready solutions.
- Proactiveness- Initiative in learning, improving systems, and contributing beyond assigned tasks.
- Humility & Team Collaboration- Openness to feedback and ability to work constructively within a team environment.
- Commitment to Timelines- Reliability, disciplined execution, and full dedication toward delivery commitments.

### **4. Philosophy Behind the Performance-Linked Model**

Semifront operates with a long-term engineering mindset.

Our performance-linked structure is designed to reward:

- Technical depth
- Professional discipline
- Consistent contribution
- Long-term commitment